

ORD 5862-68

9 September 1968

MEMORANDUM FOR : Members, Career Service Panel

SUBJECT : Career Service Panel Symposium  
on 16-17 September 1968

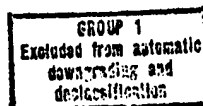
25X1 1. The Career Development Symposium of the Career Service Panel is scheduled for 16 and 17 September as previously proposed. The plan is to meet at

2. It is planned to have a buffet luncheon at noon on the 16th and dinner at 7 P.M. If you wish to have cocktails before dinner, please bring your own bottle. Setups will be provided. It is planned to have a two hour session after dinner. On the 17th the plan is for the Career Service Panel members to meet at 0830, to invite the D/ORD and the DD/ORD to arrive at 1030 to meet with us during the remainder of the morning and to have lunch at noon. The session will be officially finished as of 1330 or 1400. This change in plans has been made to accommodate the D/ORD, who has a morning meeting on 17 September, and C/PC, D/ORD and DD/ORD, who have commitments on the afternoon of 17 September.

3. Attached hereto is the format for discussion entitled "Career Considerations". It will provide the basis for discussion. The specific suggestions and recommendations submitted by the various panel members will be inculcated into the discussions at the appropriate point. Any further suggestions for topic of discussion or modification to the proposed format can be accomplished at the time of this symposium.

25X1 C/AP

SECRET



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CAREER CONSIDERATIONS

**A. RECRUITMENT**

1. What kind of recruits do you look for and why?
  - a. Young
  - b. Senior
  - c. Specialist
  - d. Generalist
2. What do you present as career opportunity?
  - a. From official CIA standpoint?
  - b. From official Division standpoint?
3. What firm commitments can you make and have confidence in fulfilling?
  - a. Training - internal and special courses and technical seminars
  - b. Education - Formal
  - c. Advancement

**B. ON THE JOB**

1. What is your effectiveness at utilizing and developing a recruit?
  - a. What is your concept of Division Organization and how do you integrate him into it?
  - b. Is the number, type and level of slots adequate?
  - c. What kind of training and education programs do you really need and practically provide?

**C. HISTORICAL RESULTS**

1. Has career development been satisfactory?
2. What has been its practical effects on your Division?

**D. CONCLUSIONS AND RECOMMENDATIONS**

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